

SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
 July 1, 2016 through June 30, 2018
 BETWEEN THE CITY OF RIPON
 AND
 RIPON POLICE OFFICER'S ASSOCIATION

On July 12, 2016, the City Council of the City Ripon adopted Resolution No. 16-51, approving the 2016-2018 Memorandum of Understanding (MOU). The adjustments to wages, hours and conditions of employment that are set forth in this side letter have been discussed by and between the bargaining representatives of the City of Ripon (hereinafter, "City") and the bargaining representatives of the Ripon Police Officer's Association (hereinafter "Association") and shall apply to all employees of the City working in the classification of Police Officer.

As part of the above referenced Memorandum of Understanding, the City and Association have agreed to share in the premium increases above the defined maximum monthly contribution of \$1,760 for Association employees enrolled with Kaiser Permanente and \$1,415 for Association employees enrolled with Blue Shield.

The City has received the 2018 Health and Welfare annual premium renewal cost information. Below is a summary of the change in premium from calendar year 2017 to 2018 for the Blue Shield and Kaiser employee categories.

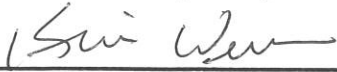
| CATEGORY | 2017 PREMIUM ^b | 2018 PREMIUM ^b | EMPLOYEE RESPONSIBILITY | CITY RESPONSIBILITY |
|---|---------------------------|---------------------------|-----------------------------|---------------------|
| <u>Employees w/ Blue Shield Plan^a</u> | | | | |
| Employee Only | \$627.60 | \$649.85 | \$0 | \$649.85 |
| Employee + Spouse | \$1,256.68 | \$1,299.19 | \$0 | \$1,299.19 |
| Employee + Children | n/a | n/a | n/a | n/a |
| Employee + Family | \$1,673.21 | \$1,726.38 | \$155.69(2017: \$129.10) | \$1,570.69 |
| <u>Employees w/ Kaiser Plan</u> | | | | |
| Employee Only | \$621.81 | \$661.70 | \$0 | \$661.70 |
| Employee + Spouse | \$1,356.15 | \$1,444.61 | \$0 | \$1,444.61 |
| Employee + Children | \$1,264.41 | \$1,342.33 | \$0 | \$1,342.33 |
| Employee + Family | \$1,884.87 | \$2,002.68 | \$121.34 (2017: \$59.63) | \$1,881.34 |

Note(s):

- a. The maximum potential deductible reimbursement, as previously approved by the City Council, is not included. On a calendar year basis, employees using the Blue Shield plan are reimbursed for 100 percent of the Blue Shield plan healthcare deductible cost. Also, the City reimburses employees using the Blue Shield and co-insurance cost after the first \$2,000 is paid by the employee. The maximum reimbursement by the City is \$3,000 individual/\$8,000 family, per year.
- b. Includes healthcare, dental, vision, and chiropractic premiums.

Starting January 1, 2018, an Association member in the category of "Employee + Family" enrolled in Blue Shield will be responsible for \$155.69 per month and an Association member in the category of "Employee + Family" enrolled in Kaiser will be responsible for \$121.34 per month.

City of Ripon



Kevin Werner, City Administrator

Date: 10/3/17

RIPON POLICE OFFICER'S ASSOCIATION



Paul Rourick, President

Date: 10-4-17